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ABSTRACT

The data compiled in this study represents the responses of professional associations regarding the activities of women's committees. Respondents completing the questionnaires were either chairpersons or staff for women's committees, or chairpersons of independent women's caucuses. The data analyzed related to the membership count of the association by sex, the existence and length of existence for the women's committee and independent women's group, availability of studies done on the participation of women within the association's affairs and the status of women within the profession, and policy statements enacted by the association on women's issues. Respondents were also asked to designate the person to whom incoming calls or correspondence on women's issues are referred. Documents were also enclosed by the respondents on studies and policy undertaken by the associations. (Author)

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ED112731

AN INFORMATIONAL PAPER ON ACTIVITIES OF WOMEN'S COMMITTEES IN A SAMPLE OF PROFESSIONAL ASSOCIATIONS

Noele Krenkel
Committee on the Role and Status of Women
American Educational Research Association

The data found in this report is part of a study undertaken by the Committee on the Role and Status of Women for the American Educational Research Association during its first year of operation, 1974. The purpose of this report is, through examining activities of women's committees in a sample of other professional associations, to provide information to AERA's committee on women which would enhance the effectiveness of its activities.

Associations examined include the American Anthropological Association (AAA), American Association for the Advancement of Science (AAAS), American Association of University Professors (AAUP), American Personnel and Guidance Association (APGA), American Political Science Association (APSA), American Psychological Association (APA), American Sociological Association (ASA) and the National Education Association (NEA). Information on our own association, American Educational Research Association (AERA), is also included.

It is hoped that the data within this report will give the Committee on the Role and Status of Women assistance in determining future activities of the committee and suggest recommendations to be enacted into policy by AERA.

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I. Gathering of Information

Questionnaires were mailed to ten (10) professional associations. All questionnaires were returned, though two were eliminated from this report: one because the association's relevancy to AERA was questionable; and the second, because the organization is not legitimately classified as a professional association. Thus, the data from eight associations is reported as well as data available from AERA. Respondents completing the questionnaires were either chairpersons or staff for women committees, or chairp ersons of independent women caucuses. In one case a staff person not associated with either the committee or the caucus responded.

Questions were asked as to the membership count of the association by sex, the existence and length of existence for the women's committee and independent women's group, availability of studies done on the participation of women within the association's affairs and the status of women within the profession, and policy statements enacted by the association on women's issues. Respondents were also asked to designate the person to whom incoming calls or correspondence on women's issues are referred. Documents were also enclosed by the respondents on studies and policy undertaken by the associations.

II. Statistics on Association's Membership, Existence of Women's Groups, Policy Enactment and Availability of Studies

Columns 1-3, Table I, display information given on membership count with male and female breakdowns where available.

Table I
Statistics on Association's Membership, Existence of Women's Groups, Policy Enactment and Availability of Studies

	Female # & %	Male # & %	Total	official women's committee or facsimile	# yrs operation of Col. 4	independent women's pressure group	# yrs operation of Col. 6	status of person receiving incoming questions	hours/wk paid Col. 8	studies done by Col. 4 on women participation in association	studies done by Col. 4 on women status in profession	policy on women enacted by association	other official women groups within association
Column No.	1	2	3	4	5	6	7	8	9	10	11	12	13
American Anthropological Association	NA	NA	9,741	yes	2/70 3+	yes	3+	Vol	-	yes*	yes	yes	-
American Association for the Advancement of Science	NA	NA	119,000	yes	3	yes	'74 1	Pd	40	yes	no	yes	-
American Association of University Professors	18,500 25%	56,500 75%	75,000	yes	2/70 3+	yes	'72 3	Pd	40	yes	yes	yes	yes
American Educational Research Association	3,000 25%	9,000 75%	12,000	yes	'74 1	yes	'73 2	Vol	-	yes*	yes*	yes	yes
American Personnel and Guidance Association	NA	NA	35,000	yes	2	yes	1	Pd	40	no	no	yes	-
American Political Science Association	966 7%	2,834 93%	13,800	yes	3/69 3+	yes	9/69 3+	Vol	-	yes	yes	yes	yes

	1	2	3	4	5	6	7	8	9	10	11	12	13
American Psychological Association	9,085 23%	30,415 77%	39,500	yes	9/69 3+	yes	9/69 3+	Pd	15	yes	yes	yes	yes
American Sociological Association	2,120 15%	12,047 85%	14,173	yes	12/70 3	yes	6/69 3+	Pd	40	yes	yes	yes	-
National Education Association	1,072,000 67%	528,000 33%	1.6m	yes	'73 2	yes	3+	Pd	30	yes	yes	yes	yes

*: ongoing

NA: not available

Pd: Paid

Vol: Volunteer

10

Columns 4 and 6 indicate whether the association has an official women's committee,or a resembling committee,and an independent women's pressure group, respectively. Columns 5 and 7 indicate the existence, in years, of each of these groups. The work status and hours of the person receiving incoming calls and correspondence on women is indicated in columns 8 and 9. Columns 10 and 11 indicate whether or not the association has undertaken studies on the status of women in the participation of association affairs and the status of women in the profession, respectively. Column 12 indicates whether the association has enacted policy on women's issues and column 13 specifies other subgroups on women existing in the association.

Every association examined had some official body which was delegated the business of addressing itself to women's issues. In two-thirds of the associations, these groups existed for three or more years. (AAUP's Committee W on the Status of Women in the Academic Profession is a reactivated committee, resuming activity after 42 years of dormancy. It was first established in 1918). Of the remaining committees, one-third are two years or younger in age; the AERA's committee being the youngest with NEA and APGA following.

All of the professional associations had independent women's pressure groups. (The first women's caucus was formed in the ASA during the academic year 1968-69). Oltman[1] had observed that generally, the action of independent groups of women activists within the professional associations resulted in the formation

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[1]Oltman, Ruth M. Women in the Professional Caucuses. Amer. Behav. Sci., Vol. 15, #2, Nov.-Dec 1971, Pg 281-303.

of official women's committees and that these independent groups, composed usually of the more liberal members, continue to function as a pressure group once the official women's committees are formed. Oltman also observed that usually there is much interaction between the independent groups and the official committees.

For most associations, incoming questions and correspondence on women issues are handled by paid staff persons. For example, AAAS has an Office of Opportunity in Science with both a director and a paid staff assistant funded by AAAS. An intern is paid through outside funds. This office handles both women and minority issues. AAUP refers its questions to the paid Associate Counsel who also spends time on other issues as collective bargaining. APGA refers its incoming questions to the Project Director of the Sex Equality Guidance Opportunities Project. This project is funded by the Office of Education and staffed with three persons. APA funds a staff liaison with the Committee on Women in Psychology. ASA funds an Executive Specialist for both minorities and women; a method similar to AAAS. NEA usually refers its questions to the Assistant Manager of Human Relations. The remaining three associations refer their incoming calls to the chairs of the official committees - volunteers.

All but one of the associations had undertaken an examination of the participation of women within their association's affairs; APGA being the exception. Only two of the nine associations had not undertaken an examination of the status of women within the profession: AAAS and APGA. AAAS has over 280 affiliate societies, some of which have undertaken studies on the status of women in

their fields.

All of the associations have enacted policy on women ranging from a few policy statements for some associations to a voluminous amount for others.

Over half of the associations have other official groups addressing themselves to women: AAUP has state and local committees on women as does NEA. APSA has regional committees on women. APA has a division on the Psychology of Women, and AERA has a Special Interest Group on Women and Education.

II. Contact Persons for Incoming Questions, Official Women's Committees, and Independent Pressure Groups

Table II presents the names and addresses for each association, the names and addresses for persons receiving incoming questions, the contact person for the official women's committee, and the contact person for the independent pressure group.

III. Stated Purpose for Official Women's Committees or Resembling Committee

The following statements capsulize the purpose of some of the various committees as alleged from respondents:

AAAS, Committee on Opportunities in Science: "to IMPLEMENT AFFIRMATIVE ACTION for WOMEN and MINORITIES in the science field."

AAUP, Committee W on the Status of Women in the Academic Profession: "to SURVEY LITERATURE being developed and MAINTAIN a CLEARINGHOUSE of information on studies and reports."

AERA, Committee on the Role and Status of Women: "to DESCRIBE THE STATUS of women in educational research and to MAKE RECOMMENDATIONS for the attainment of their role as fully enfranchised members of the educational research profession."

Table II
Contact Persons for Incoming Questions,
Official Women's Committees and Independent Pressure Groups

I. Organization	II. Referral of Incoming Questions	III. Contact Person for official women's committee	IV. Contact Person for independent women's pressure group
American Anthropological Association 1703 New Hampshire NW Washington, D.C. 20009 202-232-8800	Carol Vance Anthro. Dept. Lehman College Bronx, NY 10468 212-960-8128	Chairperson, Committee on the Status of Women in Anthropology SEE COLUMN II	Women's Caucus Ruth Benedict Collective Esther Newton SUNY College Purchase, NY
American Association for the Advancement of Science 202-467-4496	Janet Brown Director, Office of Opportunities in Science AAAS office	Committee on Opportunities in Science Claire Nader 1875 Conneticut Ave Suite 1220, NW Washington, DC 20009	Ad hoc Women's Caucus Beatrice Bain Univ. of Calif. Assit. to Univ. Provost 736 Univ. Hall Berkeley, Ca. 415-642-1638
American Association of University Professors one Dupont Circle Washington, D.C. 20036 202-466-8050	Carolyn Polowy Assoc. Sec., & Assoc. Counsel AAUP office	Assoc's Committee W on the Status of Women in the Academic Profession Mary W. Gray AAUP office	Women's Caucus (address not available)
American Educational Research Association 1126-16th St, NW Washington, D.C. 20036 202-223-9485	Carol Tittle 305 East 86th St 2 D East New York, NY 212-354-2255	Chair, Committee on the Role and Status of Women SEE COLUMN II	Women Educator's Mary Craig Psych. Dept. St. Cloud State College St. Cloud, Mn 56301
American Personnel and Guidance Association 1607 New Hampshire Washington, D.C. 20009 202-483-4633	Mary Ellen Verheyden-Hilliard Sex Equality in Guidance Opportunities Project APGA office	Commission for Women Margaret Blake Univ. of No. Colorado McKee Hall Greeley, Color. 80631	Women's Caucus Lynn E. Haun ED 411 Calif. State Univ. Sacra., Ca. 95819

American Political Science Association 1527 New Hampshire, NW Washington, D.C. 202-483-2512	Carole Parsons APSA office	Chairperson, Committee on the Status of Women in the Profession SEE COLUMN II	Women's Caucus Ruth Cowan Mount Vernon College 2100 Foxhall Rd NW Washington, D.C.
American Psychological Association 1200-17th St., NW Washington, D.C. 20036 202-833-7593	Nancy Felipe Russo Staff liaison, Committee on Women in Psychology APA office	Chairperson, Committee on Women in Psychology Tena Cummings Cooperative College Registry one Dupont Circle, NW, Washington, D.C. 20036	Assoc. for Women in Psychology Leigh Marlowe 180 West End Ave. New York, NY 212-787-8276
American Sociological Association 1722 N St, NW Washington, D.C. 202-833-3410	Joan Harris Executive Specialist for Minorities & Women ASA office	Committee on the Status of Women Charlotte Wolf Chairperson Sociology Dept. Ohio Wesleyan Univ. Delaware, Ohio 614-369-4431 X800	Sociologists for Women in Society Arlene Kaplan Daniels President Sociology Dept. Northwestern Univ.
National Education Association 1201-16th St, NW Washington, D.C. 20036 202-833-4303	Shirley McCune Assist. Manager, Human Relations NEA office	Chairperson, Women's Rights Task Force Lithangia Robinson 2880 Valley Heart Dr. NW Atlanta, Geo. 30318	Women's Caucus Virginia Paul 11701 Inter Laaken Dr SW Tacoma, Wn. 98498 206-584-3825

APSA, Committee on the Status of Women in the Profession: "to recommend ways of ENHANCING the PROFESSIONAL POSITION of women and of ENCOURAGING WOMEN TO ENTER the profession."

NEA, Women's Rights Task Force: "to RECOMMEND POLICY; to GATHER EVIDENCE to support recommendations."

The stated purposes of NEA and AERA are quite similar, for they both see two essential components: gathering evidence on the status of women and making recommendations for policy to enhance women's position. AAUP's committee has a more educational task, with an emphasis on retrieval of information on studies and reports. AAAS is concerned with both women and minorities. APSA is concerned not only with enhancing the professional position of women but of encouraging women to enter the profession.

IV. A Sampling of Activities of Women's Committees

Table III summarizes a sampling of activities undertaken by the various women's committees as indicated by respondents and organizational literature (APGA, ASA, NEA are not examined).

Table III
Sampling of Activities of Women's Committees in Professional Associations

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AAA, Committee on the Status of Women in Anthropology:
1. collects information on status of women in anthropology;
2. diseminates information on status of women in anthropology;
3. refers sex discrimination complaints to proper agencies;
4. publishes roster of women in anthropology.

AAAS, Committee on Opportunities in Science:
1. delegates programs/activities to staff in Office of Opportunities in Science, e.g., maintaining roster of women and informal vitae file;
2. makes recommendations for resolutions for organizational action;
3. recommends women to advisory committees.

AAUP, Committee W on the Status of Women in the Academic Profession:

1. reviews existing AAUP policies and guidelines to assure equal opportunity for academic opportunity, e.g., anti-nepotism, maternity leave, part-time appointments, etc.;
2. examines participation of women in AAUP affairs (officers, staff, council nominations, elected members, nat'l committees) using a time series sampling of every five years (1916-70);
3. serves as clearinghouse for information on women in academe for persons both inside and outside the academic community;
4. acts as liaison with OCR in DHEW and EEOC to keep in touch with developments in enforcement programs of these agencies;
5. compiles data for Academic Women on the Move funded by Russell Sage Foundation (a study which describes status of women students in higher education, analyzes reports on status of women in academic profession and discusses efforts to change status);
6. monitors antinepotism rulings;
7. establishes regular communications with known Committee W's at state and local level;
8. conducts workshops at annual meetings;
9. works to identify and propose ways of dealing with issues of special concern to women in graduate education;
10. makes annual reports to membership through AAUP Bulletin.

AERA, Committee on the Role and Status of Women:

1. collects information on status of women in educational research;
2. collects information on status and activities of women's committees in other professional organizations to provide additional data from which to derive ideas for activities and association policy;
3. collects information on participation of women within AERA association affairs;
4. recommends policy to association pertaining to women.

APSA, Committee on the Status of Women in the Profession:

1. maintains a roster of women in political science;
2. recommends women for positions;
3. surveys the status of women graduate students;
4. surveys the status of women post-graduate professionals in the discipline;
5. participates in International Women's Year;
6. reports activities on a regular basis in membership newsletter;
7. maintains liaison with regional associations;
8. collects data on participation of women in the association affairs.

APA, Committee on Women in Psychology:

1. monitors position of women in psychology;
2. acts as resource for women nominations to boards and committees;

3. acts as catalyst for change in various programs of APA;
4. surveys women membership for concerns, e.g., interest in the creation of a division on the study of women;
5. provides information on grievance procedures to women who desire assistance;
6. "watchdogs" APA with respect to women's status;
7. identifies areas of possible concern for other boards and committees;
8. distributes a roster of women in psychology;
9. distributes a biographical directory of women in pscyhology;
10. maintains a talent bank for resources to boards, etc.

From examining Table III at least one of the groups is doing one or more of the following:

1. collecting information on the status of women in the profession;
2. collecting information on the participation of women in the association's affairs;
3. acting as a clearinghouse for information on women in profession;
4. surveying women membership for concerns;
5. making annual reports to membership;
6. maintaining roster of women in profession;
7. delegating activities to staff;
8. reviewing existing association policy and guidelines for possible sex discrimination;
9. making recommendations for policy;
10. monitoring programs aimed at rectifying sex discrimination;
11. acting as catalyst for change in various association programs;
12. providing assistance to women in graduate education;
13. providing information on grievance procedures;
14. recommending women for positions;
15. refering sex discrimination complaints to proper agencies;
16. maintaining liaison with govern't agencies and other women's groups;
17. establishing communications with association's subgroups;
18. conducting workshops;
19. participating in International Women's Year.

V. Studies/Documents on Participation of Women in Association's Affairs

Associations would be in an embarrassing position to reprimand educational institutions and other employers for not improving the status of women, while the associations themselves show a

smaller proportion of women participating in the structural positions of the association than women represented in the total membership.

Table IV lists studies/documents and rosters compiled by the women's committees which address themselves to the participation of women in the association's affairs. (Rosters usually serve as a referral system for appointments on boards, etc.):

Table IV
Sampling of Studies/Documents on Participation of Women in Association's Affairs

AAA: 1. Project in progress for assessing participation of women in association's structure;
2. Roster of Female Anthropologists (AAA, $3).

AAAS: 1. Roster of Women and Minorities in Science
2. Office maintains informal vitae file and a card file of about 200 persons which is used for recommendations to advisory committees and panels;
3. Projected that the 1975 April issue of Science will summarize the activities of the Office of Opportunities in Science and will include data on the participation of women in the association's structure.

AAUP: 1. A.S. Rossi, Report of Committee W, 1970-71. AAUP Bulletin. (Summer). pg. 215-220.

AERA: 1. "Policy to eliminate inequities in the status of women within AERA and educational research" (to be released);
2. M. Brown. Participation of women in the 1974 AERA Annual Meeting, Educational Researcher, December 1974, pg. 14-16;
3. "An informational paper on activities of women's committees in a sample of professional associations." (to be released);
4. Survey of AERA members including officers, committees, etc. (to be released).

APGA: no studies

APSA: 1. Third Edition of the Roster of Women Political Scientists (APSA, $2.50);
2. Victoria Schuck. Femina Studens Rei Publicae: Notes on her professional attainments. PS, Spring 1970, pp. 622-629;
3. Committee on the Status of Women in the Profession. Final Report and Recommendations. PS, Summer 1971, Vol. IV, #3, P. 461;
4. Ana Finifter. The professional status of women political scientists: some current data. PS, 1973, pp. 406-419.

APA: 1. Report on the Task Force of Women in Psychology (APA);
2. 1971-72 Roster of Women in Psychology (APA);
3. 1973 Biographical Directory (APA);
4. a talent bank is maintained in order to appoint women to APA's publication editorships, boards and committees;
5. Monitor, 5, #3.

ASA: 1. The Status of Women in Sociology 1968-1972 (ASA);

NEA: 1. Task Force and Committee Reports 1973-74, Fifty-third Representative Assembly of NEA, 1974.

Upon examining some of the data available, figures show that women are usually underrepresented in association's affairs when compared with the percentage or expected frequency based on female membership.

AAUP. Rossi[2] states that women have been very poorly represented in the AAUP structure. Committee W undertook a statistical summary showing women representation among offices, staff, council nominations, elected council members and national committees by a time series sampling every five years from the period 1916-1970. At most two women have appeared among the officers or the staff of the Association in any given year. The percentage of women among elected council members of the committees has rarely exceeded ten per cent. Table V shows the representation of women in the AAUP structure for the year 1970.

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[2]A.S. Rossi. Chair. Report of Committee W, 1970-71, AAUP Bulletin, Summer 1971, p 215.

Table V
Representation of Women in
AAUP Structure, 1970[3]

	Female		
	N	%	Base N
Officers	0		5
Staff	1		16
Nominations for Council		8	60
Elected Council Members		10	30
Nat'l Committees		9	186

AERA. Generally, figures for participation of women in AERA affairs show (with a noticeable exception for Special Interest Group program chairs) an underrepresentation of women.[4] Nominations for office in 1975 (president elect, divisional vice presidents, member at large, divisional secretaries) show the selection of only one woman out of twenty-one positions and that position was for a divisional secretary.

Table VI
Participation of Women in 1974 AERA Annual
Meetings and as AERA Special Interest Group
Leaders[5]

	Male		Female		Expectancy		Difference	
	%	N	%	N	%	N	%	N
Program Proposal Reviewers for Division	77	171	23	52	25		-2	
Invited Address Presentations:								
Association Sessions		6		5		3		+2
Divisions Sessions		23		2		6		-4

3 Ibid

4 Brown, M.V. Participation of women in the 1974 AERA annual meeting and as AERA Special Interest Group Leaders, Educational Researcher, Dec. 1974, p 14-16.

5 Ibid

	%	N	%	N	%	N	%	N
Invited Symposium and Total Meeting Participation								
Chair		5		0		1		-1
Participant		16		0		4		-4
Discussant		4		0		1		-1
Leadership Positions in AERA Special Interest Groups								
Chair		27		5		8		- 3
CoChair		6		0		1.5		- 1.5
Secy/Treas		0		1		.25		+ .75
Prog Chair		11		20		8		+12
Prog Co. Ch		0		2		.5		- 1.5

APA. APA examined the participation in the association's structure for the years 1969-1973.[6]

Table VII
Participation of Women in Associations Affairs for the Year 1973[7]

	Men	Women		
	N	%	N	Expected (23%) minus Observed
APA Council of Representatives	90	16	17	-7%
Members of APA Continuing Committees and Representatives to other Groups	101	14	17	-9%
APA Ad hoc Committees, Task Forces and Commissions	90	22	26	-1%
APA Standing Boards and Committees	86	21	23	-2%
Percentage of all governing units combined	82	18	-	-5%

ASA. In the 66 year old history of ASA only two women have been president. Until 1970, no women held elective office. The data collected by ASA shows that few women are nominated for office, thus making it difficult for women to gain elective offices.

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[6] APA Monitor, 5, No.3.

[7] Ibid.

An ASA report examines the participation of women in the association for the years 1966-1972.[8] The latest figures are more encouraging when compared to those of other professional associations, though women participation is still low in Constitutional and Standing Committees.

Table VIII
ASA Committees and Elected Officers, 1972[9]

	%	N	Base N	Expected (15%) minus Observed
Elected Officers and Council	-	5	18	+2
Elected Committees	-	5	27	+1
Council or Pres. Appt.	18	36	195	+3%
Editorial Boards	16	20	123	+1%
Elected Section Officers	-	6	67	-2

Table IX
ASA Committee Members, 1968-71[10]

	%	N	Exp. (15%) - Obs.
Constitutional & Standing Comm.	5	30	-10%
Ad Hoc Committees	12	23	- 3%

Table X
Participation in Annual Meetings of the ASA, 1972[11]

	%	N	Exp. (15%) - Obs.
Total participants	15	143	0
Total session organizers	14	12	-1%
Total session chairp erson	14	17	-1%

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[8]The Status of Women in Sociology. ASA, 1973.

[9]Ibid

[10]Ibid

[11]Ibid

Table XI
Women Authors in Two Leading Sociology Journals, 1967-72 (Amer. Soc. Rev. & Amer. J. of Soc.)[12]

	%	N	Exp. (15%) - Obs.
all women authors	11.5	79	-3.5%
single and senior women authors	10.3	50	-4.7%

NEA. Although women represent 67% of the membership of NEA, they are greatly underrepresented in NEA governance, both in elected and appointed positions. Staffing patterns of NEA and its affiliates also reflect an underrepresentation of women. Women represent 40% of the NEA professional staff and only 29% of the management staff, yet they comprise 67% of the membership.

Table XII
Women's Representation in the NEA and Affiliates, 1973-74

	%	N	Base	Expected	Expected minus Observed
Governance					
Executive Committee	-	4	10	6	-2
Board of Directors	26	28	107	67	-41%
Chairperson Standing Committees	-	1	5	3	- 2
Members, Standing Committees	-	6	25	16	-10
Chairpersons, Appt. Committees	-	4	18	12	- 8
Members, Appt. Com.	41	56	137	67	-26%
NEA Staff					
Executive	-	2	18	12	-10
Management	29	23	80	67	-38%
Professional	40	67	167	67	-27%
Affiliates					
Governance	31	17	52	67	-36%
Staff					
Exec. Sec. (State Assoc)		1	52	34	-33
Manag.,Prof. Staff (State Affil.)	11	49	440	67	-56%

[12] Ibid

[13] Task Force & Committee Reports, 1973-74. Presented to the 53rd Representative Assembly of the NEA

VI. Studies/Documents on Status of Women in the Profession

Table XIII lists a sampling of studies accomplished by the women's committees on the status of women within the association's profession.

Table XIII
Sampling of Studies/Documents on Status of Women within Profession

AAA: 1. A study has been completed titled "Sexual stratification in academic anthropology".

AAAS: no studies from AAAS; AAAS has 280 affiliate societies, some which have produced such documents, e.g., the American Physical Society, American Astronomical Society, American Chemical Society, American Society of Biological Chemists, American Society for Microbiology, etc.

AAUP: 1. A. Caswell Ellis, Chair, Preliminary Report of Committee W, on Status of Women in College & University Faculties, AAUP Bulletin, Oct., 1921, p. 25;
2. Rossi, A.S. & Ann Calderwood. Academic Women on the Move. Russell Sage Foundation, 1973.

AERA: 1. "Participation of women in the educational research community," (to be released);
2. "Role and status of women in training institutions and as employees," (to be released)

APGA: none

APSA: 1. P.E. Converse and J.M. Converse. The status of women as students and professionals in political science. PS Summer 1971, Vol. IV, #3, p. 328;
2. Victoria Schuck, Women in political science: some preliminary observations. PS, Vol. II, No. 4 (Fall 1969), pp. 642-653;
3. Victoria Schuck. Some comparative statistics on women in political science and other social sciences. PS, Vol. III, #3, (Summer 1970), pp. 357-361.
4. Women in political science: studies and report of the APSA Committee on the Status of Women in the Profession, 1969-71. (APSA).
5. Committee on the Status of Women. PS, Winter 1974, Vol. VII, No. 1.
6. Ada Finifter. The professional status of women political scientists: some current data. PS, 1973, pp. 406-419.

APA:
1. Report from the Task Force on Sex Bias in Psychotherapy. (APA)
2. Report of the Task Force on the Status of Women in Psychology. Amer. Psych. July 1973, p. 611;
3. Survey of Psychologists in U.S. and Canada. Doc. #463. (APA);
4. Recruitment of minority group students and women. Amer. Psych. Feb. 1974;
5. Survey of Women Members of the APA, 1971-72. (APA);
6. Survey of Depts. of Psych. 1972 & 1973. APA, 1974;
7. Report of the Task Force on the Status of Women in Psychology. Sept. 1972.

ASA:
1. The Status of Women in Sociology 1968-1972. (ASA).

NEA:
1. Task Force and Committee Reports, 1973-74. Presented to the 53rd Representative Assembly of the NEA.

VII. Policy Statements on the Status of Women Enacted by Various Professional Associations

Table IX contains a sampling of policy statements enacted by the various professional organizations:

Table IX
Policy Statements on the Status of Women

AAAS:
1. support of equal opportunity for both women and minorities (copies sent to affiliates asking for endorsement);
2. support for elimination of age discrimination in fellowships and grants;
3. directing AAAS to provide Science Education programs for women and minorities and placing highest priority on this activity;
4. directing AAAS to celebrate International Women's Year through appropriate activities.

AAUP:
1. faculty members not be penalized because of marital relationship with another member of faculty;
2. censorship of colleges and universities practicing discrimination on basis of age, sex, race, color, religion, national origin and marital status;
3. support of efforts in institutions of higher education to eliminate discrimination on basis of sex, race, etc. including support of affirmative action efforts and re-examiniation of salary structure and patterns of retention-promotion;
4. recommending colleges and universities to provide leaves of absence to faculty members for child-bearing, child-rearing, and family emergencies;
5. recommendations made by women's committee to pass the following resolutions: part-time appointments in higher education, avoidance of generic use of masculine

pronouns and the term "man," on grounds that such usage reinforces the imagery of women as subordinate and ultimately invisible persons seldom in positions of power and authority.

AERA:
1. resolution passed discontinuing joint program with PDK and PLT due to organizations sex discrimination practices;
2. resolution passed to form committee to investigate the status of women in educational research;
3. resolution passed that women be appointed to committees and nominated for elective office commensurate with the number of women in the association;
4. resolution passed directing the Executive Officer to report annually to the Council on the number of women in AERA with an analysis of their roles in the association;
5. resolution passed "AERA supports the policy of open recruitment and urges employers of educational researchers to cooperate in spirit and practice to end discriminatory patterns of hiring and recruiting."

APGA:
1. Resolution passed that the Strong Vocational Interest Blank is discriminatory and that the test be revised.

APSA:
1. affirmative action for political science profession;
2. disapproval of discrimination;
3. encouragement of active participation of women in association;
4. supports abolition of nepotism rules;
5. supports part-time employment;
6. supports equality of rates and benefits payment in public and private retirement plans;
7. directs that child care service be provided at annual mtg.;
8. directs that letters of recommendation not include references which discriminate on basis of sex, religion, or race;
9. supports open listing policy whereby all positions are listed in APSA newsletter;
10. directs search for funds to provide legal counsel;
11. directs continuance of women's committee.

APA: APA has passed many resolution on sex discrimination, notably the following:
1. resolution supporting abortion rights;
2. resolution supporting affirmative action;
3. resolution supporting gay rights;
4. resolution supporting day care

ASA: ASA has passed over 32 resolutions on sex discrimination. They include:

1. support of hiring and promotion of women;
2. equitably awarded graduate stipends;
3. women's study programs;
4. day care centers;
5. flexibility in teaching assignments;
6. open employment of faculty;
7. more women to advisory and governing boards of association.

NEA: The following recommendations were referred to NEA Board of Directors for implementation as feasible:

1. NEA and affiliates should reflect 50% female representation for elected, appointed and staffing positions;
2. collective bargaining should be utilized for attainment of women's rights;
3. NEA and affiliates develop training models in leadership skills for women in program development, management and administrative competencies;
4. NEA develop a slide show on "Women in the Education Profession" to be used to increase member awareness;
5. NEA develop information system to secure data on present employment status of women at national, local and state levels;
6. President to appoint advisory group of governance and staff to monitor sex discrimination in organization;
7. create program activities to create communications and support systems among racial and ethnic minority groups of women;
8. support of litigation of women's rights issues;
9. NEA and affiliates to develop national policy statement on sex stereotyping in schools and work for its inclusion in personnel policies of local educational agencies;
10. NEA and affiliates continue to work for strong regulations for enforcement of Title IX, assist in dissemination and inform students and teachers;
11. NEA and affiliates to work for passage and full funding of the Women's Education Equity Act;
12. NEA and affiliates to work for inclusion in state and federal funding sources programs directed at elimination on sex role stereotyping;
13. NEA and affiliates to work for inservice training programs in sex stereotyping in collective bargaining agreements with local agencies;
14. NEA and affiliates to provide training for affiliates and members in sex role stereotyping;
15. NEA and affiliates to develop curriculum materials for teachers to correct biased materials in classroom;
16. Build communications and coalitions with community groups and women's groups for collective action for eliminating sex role stereotyping;
17. Build coalitions with groups interested in early childhood education and day care;
18. Build coalitions with community groups on inservice
19. Build coalitions with minority women;

20. Build coalitions with older women;
21. support passage of ERA;
22. continue Women's Rights Task Force

VIII. Recommendations for AERA

The contents of this report suggest the following recommendations for the Committee on the Role and Status of Women to consider:

Association Affairs

1. recommend to association the continuance of the Committee on the Status and Role of Women;
2. recommend to association a study of the feasibility of a new division on minorities and women;
3. recommend association to pass resolutions on antinepotism, maternity leave, part-time appointments for educational researchers;
4. recommend association to celebrate International Women's Year with a suggested activity of honoring women educational researchers in a special issue of Educational Researcher;
5. recommend elimination of sexist language in association affairs;
6. recommend association to pass resolution condemning age discrimination in awarding fellowships and grants;
7. recommend association to pass resolution on revising test instruments with sex bias;
8. recommend association to provide child care service provisions at annual meeting;
9. recommend association to support open listing policy, with all listings placed in Educational Researcher;
10. recommend association to pass resolution on encouraging educational institutions to eliminate sex stereotyping;
11. recommend association to support Title IX;
12. recommend association to support Women's Education Equity Act;
13. recommend association to support ERA;
14. recommend association to support research in sex role stereotyping and sex differenc es/similarities.

Women's Committee Affairs

1. Committee should consider possibility of searching for funds for part-time staff person to handle women and minority projects in office;
2. Committee should maintain a clearinghouse on women in profession and organization with updated published list of studies/reports available to persons inside and outside academic done by committee and other persons;
3. Committee should develop a program to encourage women to enter educational research;

4. Committee should report yearly to the membership, activities undertaken by the committee. This report should be placed in Educational Researcher;
5. The committee should disseminate a booklet summarizing findings on women in profession and in organization;
6. The committee should publish a roster of women in educational research;
7. The committee should maintain a vitae file for recommendations to advisory boards and committees;
8. The committee should establish a liaison with OCR and EEOC;
9. Committee should establish relationships with other professional women's committees;
10. Committee should survey women membership for concerns and suggestions;
11. Committee should provide information on grievance procedure to women;
12. Committee should monitor AERA in respect to participation of women in organization;
13. Committee should reprimand AERA on not keeping to policy on nominating women commensurate with their number in the organization in the 1975 elections;
14. Committee should review existing association policy and guidelines for possible sex discrimination and sexist wording;
15. Committee should act as referral for sex discrimination complaints to proper agencies;
16. Committee should provide assistance to women in graduate education;
17. Committee should compile a listing of research done on sex stereotyping, sex differences/similarities.

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Oltman, Ruth M. Women in the Professional Caucuses. Amer. Behav. Sci., Vol. 15, No. 2, Nov.-Dec. 1971, pp 281-303.

Monitor. APA. 5, No. 3.

Report of Committee W, 1970-71. AAUP Bulletin. Summer pp 215-220.

The Status of Women in Sociology 1968-72. American Sociological Association, 1973.

Task Force and Committee Reports 1973-74. Forty-third Representative Assembly of NEA, 1974.

HELPFUL SOURCES OF INFORMATION

Project on the Status and Education of Women, Association of American Colleges. 1818 R Street, N.W., Washington, D.C. 20009. Project compiles materials on the status and education of women in higher education.

Women Today. National Press Building, Washington, D.C. 20004. A bi-weekly newsletter on women in the news, as well as issues and current events of importance to women. $18/year.

AAUW, 2401 Virginia Ave., NW, Washington, D.C. 20037. Compiles a listing of women's caucuses and committees in professional associations.

Resource Center on Sex Roles in Education, 1156 15th St., N.W., Washington, D.C. 20005. Publishes occasionally Research Action Notes.

Sex Equality in Guidance Opportunities Project, APGA, 1607 New Hampshire Ave., N.W., Washington, D.C. 20009. Provides technical assistance to help elemntary and secondary school counselors and related educational personnel to recognize and change detrimental effects of sex role stereotyping. Publications.

EMPLOYMENT RESOURCES

1. Federation of Organizations for Professional Women
   1346 Connecticut Ave., N.W., Rm 1122
   Wash., D.C. 20036
   (202) 833-1998

   *a comprehensive survey of registries of women in various professions; contains information on how to set up a registry as well as description of existing registries. $5.00

2. HERS: Higher Education Resource Services
   Brown University
   Providence, RI 02912
   401-863-2197

   *screens applicants for positions; acts as a nationwide clearinghouse for faculty and administration; founded by a Ford grant.

3. Cooperative College Registry
   National Center for Higher Education
   One Dupont Circle NW
   Washington, D.C. 20036

   *non-profit organization; introduces experienced faculty and staff personnel and new teachers to colleges and universities nationwide for positions in all areas.

4. CATALYST
   6 East 82nd St.
   New York, New York 10028
   212-628-2200

   *maintains a national, computerized roster of women age 24 and over, who have completed at least one year of college and who seek all types of employment

5. Affirmative Action Register
   Affirmative Action Services
   10 S. Brentwood Blvd.
   St. Louis, Mo. 63105